

Equal Opportunity Policy

Rationale:

- Parktone Primary School acknowledges that in society some people are treated unfairly or unfavourably because of irrelevant personal characteristics such as their sex or race.
- This school supports the Charter of Human Rights and the Equal Opportunity Act 2010 (Vic), which says that it is against the law to discriminate against anyone, including students and school staff, because of their actual or assumed: age, breastfeeding, carer status, disability/impairment, gender identity, industrial activity, lawful sexual activity, marital status, parental status, physical features, political belief or activity, pregnancy, race, religious belief or activity, sex, sexual orientation, personal association with someone who has, or is assumed to have, one of these personal characteristics.
- No member of the school community will be treated less favourably because they possess any of these personal characteristics nor will such characteristics affect access to benefits and services Parktone Primary School provides.
- Furthermore, the Act prohibits direct and indirect discrimination, makes it unlawful to sexually harass a person at the institution (including students), promotes equality of opportunity between persons of different sex, age, marital status, race and other specified attributes, and provides redress for those who have been subject to discrimination.

Aim:

To provide a working environment that does not tolerate unlawful discrimination and provides equal opportunity for all.

Implementation:

- Parktone Primary School values diversity and provides equal opportunity for all.
- This policy is to be read in conjunction with the Managing Diversity and Sexual Harassment policies of the school.
- The school's position as an Equal Opportunity employer and workplace will be communicated to the wider community via the newsletter.
- The school's policies and practices will be regularly reviewed to ensure consistency with the Charter of Human Rights and the Equal Opportunity Act 2010 (Vic).
- All staff members will be provided with a copy of this policy, and will be reminded of their rights and responsibilities in relation to the Charter of Human Rights and the Equal Opportunity Act 2010 (Vic).
- Any complaints can be lodged with the Equal Opportunity representative, Principal, Regional Director, Merit Protection Boards, or Equal Opportunity Commission.
- All complaints will be investigated promptly, confidentially, and with impartiality. All complaints will be managed in a manner consistent with Department of Education's 'Local Complaints Resolution Procedures' handbook.
- The School Council president will be informed of all Equal Opportunity concerns, on a confidential basis.

Evaluation:

This policy was last updated in August 2018 and is scheduled for review in 2021.